



PROHIBITION OF RETALIATION

Operations Order

1.6.01

PHOENIX POLICE DEPARTMENT

Rev. 02/18/25

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1. PURPOSE

- A. The Phoenix Police Department is committed to fostering a Department with integrity that adheres to the highest ethical standards. One important way the Department promotes this is by mandating that all employees have an affirmative duty to report violations of law or policy committed by other employees of any other rank.
- B. The Department is committed to ensuring employees and members of the public are not subjected to, nor subject others to, acts of retaliation.
- Retaliation against those who report or seek to report violations of law or Department policy is strictly prohibited.
 - Retaliation against those who intervene or seek to intervene to prevent or stop misconduct is strictly prohibited.

2. SCOPE

This policy applies to **ALL** Department employees and employees shall act in the best interest of the Department and its mission and values.

3. DEFINITIONS

A. Affirmative Duty	• The personal responsibility and legal obligation of a Department employee to proactively report wrongdoing rather than to provide such information only when requested.
B. Retaliation	• The action of treating a person differently, engaging in acts of revenge, or acts of intimidation against the person, because the person has engaged in their exercise of rights, or fulfilled their duty to report or intervene. • Examples of retaliatory acts include, but are not limited to: * Making threats or engaging in verbal or physical abuse * Authoring unsupported negative evaluations * Maliciously or fraudulently filing a complaint or claim of discrimination * Giving punitive, demeaning, or unnecessary work assignments * Blocking advancement (e.g., promotion, transfer, shadow/temporary assignment requests, applicable training) * Intimidation of an individual or their place of residence or employment * Any other conduct deterring the exercises of employee rights

4. GENERAL

- A. Failure of a supervisor to act on a complaint of Retaliation, as described in this policy, shall be reported to the Professional Standards Bureau (PSB) for further investigation and may be subject to supervisor disciplinary action.
- B. Supervisors engaging in legitimate supervisory actions/responsibilities consistent with their job is not considered Retaliation.
- C. Persons who believe they have been subjected to retaliation based on their membership of a protected class should follow the guidelines set out in [City Administrative Regulations \(AR\) 2.35, Anti-Discrimination, Harassment, and Retaliation Policy](#). The purpose of this policy is to prohibit Retaliation for protected activity and/or activity in [Operations Order 1.6.00, Duty to Intervene](#).

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4. D. If a supervisor is the subject of an allegation or complaint of Retaliation by a subordinate, reassignment of the supervisor or complainant will be considered based on several factors including but not limited to:

- The nature of the complaint
- The severity of the alleged conduct
- The pervasiveness of the allegation

5. **EMPLOYEE RESPONSIBILITIES**

A. Employees

- (1) Employees will report retaliatory conduct to their direct supervisor. If the actions taken involve their direct supervisor or chain of command, PSB may be notified directly.
- (2) In situations involving highly egregious, sensitive offenses, or illegality that may have administrative or criminal consequences, a complaint may be made to PSB directly instead of an immediate supervisor.

B. Supervisors

- (1) Supervisors will ensure that employees are not subjected to Retaliation for reporting allegations of misconduct or violations as outlined in [Operations Order 1.6.00, Duty to Intervene](#).
- (2) If a supervisor receives an allegation of retaliatory conduct, they shall follow procedures as outlined in [Operations Order 2.2.00, Misconduct Investigations](#).

Last Organizational Review: